

To: [affected employees],
Cc:
Bcc:
Subject: Fw: Your Pension Benefit

June 18, 2013

Dear Employee:

This email is in regard to your employee pension benefit and the pension reform legislation enacted for employees hired on or after January 1, 2013 known as the Public Employees Pension Reform Act of 2013 (PEPRA) and mandated by the State. As we discussed at your new hire meeting, the new law precludes the County from continuing to provide any EMPC or "pick-up" for employees hired on or after January 1, 2013 and precludes the County from including a pick-up provision in a successor MOU. However, as was explained to you, because you were hired into a position that is covered by an existing Memorandum of Understanding (MOU) which included a provision for this pick-up, the County continued to provide the pick-up benefit for Tier 3 employees hired on or after January 1, 2013 **only through the term of the MOU**. Your position is in a bargaining unit which is covered by an MOU that expires on June 30, 2013. (See the table below for the specific pick-up contribution amount by MOU.)

As a result, beginning with the first paycheck in July, and continuing thereafter, the County's pick-up will no longer be provided, and the employee will be responsible for the full amount of the *member contribution* toward your pension benefit. **That change will result in a decrease in your pay effective with the July 12, 2013 paycheck.** (Note: The County contribution, which is separate from the pick-up, will continue unchanged.)

Please refer to the information available on the County's Human Resources website at: <http://www.slocounty.ca.gov/hr.htm>. The website contains frequently asked questions and answers (FAQs), and includes a more detailed outline of the PEPRA provisions, including a description of the mandated Tier 3 plan for employees hired on or after January 1, 2013. If you have additional questions once you have read the FAQs, the website contains a link to an email address where you may send your questions and receive a response.

Thank you,

Dori Duke
Deputy Director, Human Resources
County Labor Management Representative

Table showing MOU expiration date and pick-up amount:

EMPLOYEE ORGANIZATION	CONTRACT EXPIRATION DATE	COUNTY "PICK-UP"
SLOCEA Big Unit (BU 01, 05, 13)	6/30/13	8.75%
DAIA (BU 06)	6/30/13	7.2%
DSA (BU 03, 14)	6/30/13	7.0%
DSA (BU 21, 22)	6/30/13	4.2%
SLOCPPOA (BU 31, 32)	6/30/13	5.75%

Appendix **T3 - A.M.01**
 Effective Date **January 1, 2013**

Pension Code **3CEA**
 Description **SLOCEA Miscellaneous Members**

Bargaining Unit **SLOCEA - Public Services**
 B/U Number **01**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
 Appropriation **17.24%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY AGE	CURRENT RATE
18	3.75%
19	4.00%
20	4.00%
21	4.25%
22	4.25%
23	4.50%
24	4.50%
25	4.75%
26	5.00%
27	5.00%
28	5.25%
29	5.50%
30	5.50%
31	5.75%
32	6.00%
33	6.25%
34	6.50%
35	6.50%
36	6.75%
37	7.00%
38	7.25%
39	7.50%
40	7.75%
41	8.00%
42	8.00%
43	8.25%
44	8.50%
45	8.75%
46	9.00%
47	9.25%
48	9.50%
49	9.75%
50	10.00%
51	10.25%
52	10.50%
53	10.75%
54	11.00%
55	11.25%
56	11.50%
57	11.75%
58	12.00%
59	12.00%
60	12.25%
61	12.25%
62	12.25%
AND OVER	

Appendix **T3 - A.M.05**
 Effective Date **January 1, 2013**

Pension Code **3CEA**
 Description **SLOCEA Miscellaneous Members**

Bargaining Unit **SLOCEA - Supervisory Unit**
 B/U Number **05**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
 Appropriation **17.24%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY AGE	CURRENT RATE
18	3.75%
19	4.00%
20	4.00%
21	4.25%
22	4.25%
23	4.50%
24	4.50%
25	4.75%
26	5.00%
27	5.00%
28	5.25%
29	5.50%
30	5.50%
31	5.75%
32	6.00%
33	6.25%
34	6.50%
35	6.50%
36	6.75%
37	7.00%
38	7.25%
39	7.50%
40	7.75%
41	8.00%
42	8.00%
43	8.25%
44	8.50%
45	8.75%
46	9.00%
47	9.25%
48	9.50%
49	9.75%
50	10.00%
51	10.25%
52	10.50%
53	10.75%
54	11.00%
55	11.25%
56	11.50%
57	11.75%
58	12.00%
59	12.00%
60	12.25%
61	12.25%
62	12.25%
AND OVER	

Appendix **T3 - A.M.13**
 Effective Date **January 1, 2013**

Pension Code **3CEA**
 Description **SLOCEA Miscellaneous Members**

Bargaining Unit **SLOCEA - Clerical Unit**
 B/U Number **13**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
 Appropriation **17.24%**
 *Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY AGE	CURRENT RATE
18	3.75%
19	4.00%
20	4.00%
21	4.25%
22	4.25%
23	4.50%
24	4.50%
25	4.75%
26	5.00%
27	5.00%
28	5.25%
29	5.50%
30	5.50%
31	5.75%
32	6.00%
33	6.25%
34	6.50%
35	6.50%
36	6.75%
37	7.00%
38	7.25%
39	7.50%
40	7.75%
41	8.00%
42	8.00%
43	8.25%
44	8.50%
45	8.75%
46	9.00%
47	9.25%
48	9.50%
49	9.75%
50	10.00%
51	10.25%
52	10.50%
53	10.75%
54	11.00%
55	11.25%
56	11.50%
57	11.75%
58	12.00%
59	12.00%
60	12.25%
61	12.25%
62	12.25%
AND OVER	

Appendix **T3 - B.S.06.NS**
Effective Date **January 1, 2013**

Pension Code **3DAI**
Description **District Attorney Investigator**

Bargaining Unit **DA Investigator's Association**
B/U Number **06**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **23.79%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY	CURRENT
AGE	RATE
18	6.75%
19	7.25%
20	7.50%
21	7.75%
22	8.00%
23	8.50%
24	8.75%
25	9.00%
26	9.50%
27	9.75%
28	10.00%
29	10.50%
30	10.75%
31	11.00%
32	11.50%
33	11.75%
34	12.00%
35	12.50%
AND OVER	

Appendix **T3 - B.S.03.NS**
Effective Date **January 1, 2013**

Pension Code **3DSS**
Description **DSA Safety NonSworn**

Bargaining Unit **DSA - Law Enforcement**
B/U Number **03**



Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **24.13%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY AGE	CURRENT RATE
18	6.75%
19	7.25%
20	7.50%
21	7.75%
22	8.00%
23	8.50%
24	8.75%
25	9.00%
26	9.50%
27	9.75%
28	10.00%
29	10.50%
30	10.75%
31	11.00%
32	11.50%
33	11.75%
34	12.00%
35	12.50%
AND OVER	

Appendix **T3 - A.M.14**
 Effective Date **January 1, 2013**

Pension Code **3DSN - Miscellaneous**
 Description **Deputy Sheriff Non-Safety**

Bargaining Unit **DSA - Dispatcher Supervisor**
 B/U Number **14**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
 Appropriation **14.19%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY	CURRENT
AGE	RATE
18	3.75%
19	4.00%
20	4.00%
21	4.25%
22	4.25%
23	4.50%
24	4.50%
25	4.75%
26	5.00%
27	5.00%
28	5.25%
29	5.50%
30	5.50%
31	5.75%
32	6.00%
33	6.25%
34	6.50%
35	6.50%
36	6.75%
37	7.00%
38	7.25%
39	7.50%
40	7.75%
41	8.00%
42	8.00%
43	8.25%
44	8.50%
45	8.75%
46	9.00%
47	9.25%
48	9.50%
49	9.75%
50	10.00%
51	10.25%
52	10.50%
53	10.75%
54	11.00%
55	11.25%
56	11.50%
57	11.75%
58	12.00%
59	12.00%
60	12.25%
61	12.25%
62	12.25%
AND OVER	

Appendix **T3 - B.S.14.NS**
Effective Date **January 1, 2013**

Pension Code **3DSS**
Description **DSA Safety NonSworn**

Bargaining Unit **DSA - Supervisory Law Enforcement**
B/U Number **14**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **24.13%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY AGE	CURRENT RATE
18	6.75%
19	7.25%
20	7.50%
21	7.75%
22	8.00%
23	8.50%
24	8.75%
25	9.00%
26	9.50%
27	9.75%
28	10.00%
29	10.50%
30	10.75%
31	11.00%
32	11.50%
33	11.75%
34	12.00%
35	12.50%
AND OVER	

Appendix **T3 - A.M.21**
Effective Date **January 1, 2013**

Pension Code **3DSN - Miscellaneous**
Description **Deputy Sheriff Non-Safety**

Bargaining Unit **DSA - Non-Safety Law Enforcement**
B/U Number **21**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **14.19%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3



ENTRY	CURRENT
AGE	RATE
18	3.75%
19	4.00%
20	4.00%
21	4.25%
22	4.25%
23	4.50%
24	4.50%
25	4.75%
26	5.00%
27	5.00%
28	5.25%
29	5.50%
30	5.50%
31	5.75%
32	6.00%
33	6.25%
34	6.50%
35	6.50%
36	6.75%
37	7.00%
38	7.25%
39	7.50%
40	7.75%
41	8.00%
42	8.00%
43	8.25%
44	8.50%
45	8.75%
46	9.00%
47	9.25%
48	9.50%
49	9.75%
50	10.00%
51	10.25%
52	10.50%
53	10.75%
54	11.00%
55	11.25%
56	11.50%
57	11.75%
58	12.00%
59	12.00%
60	12.25%
61	12.25%
62	12.25%
AND OVER	

Appendix **T3 - A.M.22**
Effective Date **January 1, 2013**

Pension Code **3DSN - Miscellaneous**
Description **Deputy Sheriff Non-Safety**

Bargaining Unit **DSA - Dispatchers**
B/U Number **22**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **14.19%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY AGE	CURRENT RATE
18	3.75%
19	4.00%
20	4.00%
21	4.25%
22	4.25%
23	4.50%
24	4.50%
25	4.75%
26	5.00%
27	5.00%
28	5.25%
29	5.50%
30	5.50%
31	5.75%
32	6.00%
33	6.25%
34	6.50%
35	6.50%
36	6.75%
37	7.00%
38	7.25%
39	7.50%
40	7.75%
41	8.00%
42	8.00%
43	8.25%
44	8.50%
45	8.75%
46	9.00%
47	9.25%
48	9.50%
49	9.75%
50	10.00%
51	10.25%
52	10.50%
53	10.75%
54	11.00%
55	11.25%
56	11.50%
57	11.75%
58	12.00%
59	12.00%
60	12.25%
61	12.25%
62	12.25%
AND OVER	

Appendix **T3 - C.P.31**
Effective Date **January 1, 2013**

Pension Code **3PRO**
Description **Probation Officers**

Bargaining Unit **SLOCPPOA - Probation**
B/U Number **31**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **15.09%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY	CURRENT
AGE	RATE
18	5.25%
19	5.50%
20	5.75%
21	5.75%
22	6.00%
23	6.25%
24	6.50%
25	6.75%
26	7.00%
27	7.25%
28	7.75%
29	8.00%
30	8.25%
31	8.75%
32	9.00%
33	9.25%
34	9.75%
35	10.00%
36	10.50%
37	10.75%
38	11.00%
39	11.25%
40	11.50%
41	11.75%
42	12.00%
43	12.25%
44	12.50%
45	12.75%
46	13.00%
47	13.25%
48	13.50%
49	13.50%
50	13.75%
51	14.00%
52	14.00%
53	14.25%
54	14.25%
55	14.50%
56	14.75%
57	14.75%
58	15.00%
59	15.25%
AND OVER	

Appendix **T3 - C.P.32**
Effective Date **January 1, 2013**

Pension Code **3PRO**
Description **Probation Officers**

Bargaining Unit **SLO Co Probation Peace Officer Assn**
B/U Number **32**

Employer Pickup **0.00%**

Effective Date **January 1, 2013**
Appropriation **15.09%**

*Blended contribution rate for Tier1, Tier 2 & Tier 3

ENTRY	CURRENT
AGE	RATE
18	5.25%
19	5.50%
20	5.75%
21	5.75%
22	6.00%
23	6.25%
24	6.50%
25	6.75%
26	7.00%
27	7.25%
28	7.75%
29	8.00%
30	8.25%
31	8.75%
32	9.00%
33	9.25%
34	9.75%
35	10.00%
36	10.50%
37	10.75%
38	11.00%
39	11.25%
40	11.50%
41	11.75%
42	12.00%
43	12.25%
44	12.50%
45	12.75%
46	13.00%
47	13.25%
48	13.50%
49	13.50%
50	13.75%
51	14.00%
52	14.00%
53	14.25%
54	14.25%
55	14.50%
56	14.75%
57	14.75%
58	15.00%
59	15.25%
AND OVER	